

ORGANISATIONAL CULTURE

Our Foundation

We are committed to produce graduates who provide innovative and sustainable solutions to industry problems through their technical vocations. We are driven by our desire to serve God, operate with integrity and excellence and make a positive and lasting difference in our students and community.

We are a technical, vocational institute of higher learning that integrates Christian principles with customary academic learning. We provide a Christian based college learning environment, where students have the unique opportunity to explore how faith influences work, learning, and personal development. These spiritual developments are further enhanced through extra curricular activities, events and community service projects.

Our foundation is derived from our commitment to nurturing and growing our Bible based religious values.

Our Mission

To provide industry driven technical and practical skills, nurture talent, instill Kingdom guided values and produce economically productive graduates.

Our Vision

To Support employability, enterprise and innovation, Produce graduates that provide solutions to industry problems, Impart Kingdom values, Deliver an outstanding student experience, Place people and communities at the center of our values and Maintain a dynamic, influential and sustainable Institute.

Our Vision Statement

Instructing Tomorrow's Entrepreneurial Innovators.

Our Theme

Inspire | Instruct | Incubate



Our Culture Principles (7)

1. Integrity

In everything set them an example by doing what is good. In your teaching show integrity, seriousness and soundness of speech that cannot be condemned. Titus 2:7

Practicing Integrity in the Workplace

- i. Honesty: This means telling the truth, being open, not taking advantage of others. It does not entail “sharing” unnecessary information.
- ii. Respect: This means exercising a broader sense of what’s going on, and giving others a chance to articulate their concerns or interests. Seek information, ask polite questions, give others the benefit of the doubt. Respect can only be earned, and it is achieved when there is mutual effort applied.
- iii. Generating trust : Trust develops when people demonstrate their reliability, and positive commitment. Actions speak louder than words and ‘Show me’ is better than ‘trust me’; always be ready to account for your actions.
- iv. Pride: Demonstrate enthusiasm and commitment to your work.
- v. Responsibility: You are a steward, entrusted with looking after something. Use care and foresight; not mindlessly carrying out a task.
- vi. Keeping promises: Be accountable and honour your word. If you’re unable to deliver as agreed, be upfront, communicate and find a way to make good.
- vii. Helping others: Recognise the needs of stakeholders and go out of your way to assist.



2. Innovation

In the beginning, God created the heavens and the earth. -Genesis 1:1

Then the Lord God formed the man of dust from the ground and breathed into his nostrils the breath of life, and the man became a living creature. Genesis 2:7

Practicing Innovation in the Workplace

- i. Discover the Needs: Put people and consumers' experience are at the center of everything you do. Focusing on meeting important customer needs helps to assure that the results of an innovative approach will have a positive impact on clients, users, partners, and the marketplace.
- ii. Leverage Information Technology to Foster a Creative Environment: IT is the super glue to weave people, processes, and all other critical business elements into policies, programs, and structures for practices, which enables the business to manage innovation in a structural way.
- iii. Develop Employees Intrapreneurially
Encourage employees to do things and solve problems in their own way to bring good results. Create an environment that encourages brainstorming, inspire idea sharing, respect collective insight and develop employees entrepreneurially.
- iv. Transfer Knowledge
Knowledge fuels innovation. If you take knowledge from one context and bring it over into a new context, you have knowledge or technology transfer innovation. Encourage learning as a knowledge builder and build capability.
- v. Feed-Forward Practices
Either for improvement or innovation, feedback is always about how to improve performance and the team needs to be responsive to feedback. Feedback does not focus on the past, it tells you what is happening so that you can adapt. Feedback needs to be continuous, as close to real time as possible.



3. Collaboration

"Do two walk together, unless they have agreed to meet?- Amos 3:3

So we built the wall. And all the wall was joined together to half its height, for the people had a mind to w. -Nehemiah 4:6

Practicing Collaboration in the Workplace

i. Communicate clearly

Misunderstandings and ambiguous instructions can easily knock a project off track, which is why great team players aim to be precise, timely and tone-mindful in all their communications.

ii. Choose the right digital tool for the right task

From emails, videoconferencing, messages, project management software and meetings, assess tasks case-by-case and choose the right collaborative tool for each. Trial-and-error may be the best approach to finding the right collaborative tools for your needs.

iii. Go beyond your comfort zone

Taking on projects that fall outside your area of specialization can make you a better collaborator because you must learn from the expertise of others. For instance, volunteering on a committee can be an excellent way to gain more experience working with diverse teams.

iv. Find or become a mentor

Ask coworkers for their advice when you recognize that they have expertise in areas you may lack. Likewise, use your know-how to help others, even when there doesn't seem to be a direct benefit to you. All of this builds your ability to collaborate.

v. Participate in team-building activities

This helps build a culture of belonging, which leads to happier and more productive teams. Start with small, achievable ideas.



4. Servant Leadership

As each has received a gift, use it to serve one another, as good stewards of God's varied grace. -1 Peter 4:10

Practicing Servant Leadership in the Workplace

- i. Responsibility: You are a steward, entrusted with looking after something. Use care and foresight; not mindlessly carrying out a task.
- i. Develop a bias for action: It's not about effort but about results.
- ii. Take Initiative: Look for a need that needs to be addressed and take the lead in sorting it out without prompting.
- iii. Develop the confidence and security to take risks. Serve consistently: Perform small acts anonymously.
- iv. Maintain a conducive work environment: Learn to walk slowly through the crowd.

5. Solutions Oriented

But if any of you lacks wisdom, let him ask of God, who gives to all generously and without reproach, and it will be given to him. James 1:5

Practicing Solutions Mindset in the Workplace

- i. Adjust Mindset: Problem-solving mindsets recognize problems as growth opportunities and focus on achieving success by finding solutions. Have a solutions oriented attitude.
- ii. Impactful Leadership: Lead by example and focus on decision-making skills that focus on what works and what doesn't to resolve inconsistencies. create an environment where your team members solve problems rather than avoid them.
- iii. Adopt Critical Thinking: Analyse the problem to get to the root cause and then come up with solutions to address them.



- iv. Communicate Openly: create a safe environment for your team members to communicate honestly and transparently if you want them to think critically. Consider everyone's thoughts and suggestions and allow them to develop and test viable solutions.
- v. Rework old habits and beliefs: Innovation can be sidetracked by old habits and beliefs; replace the ones that no longer work.
- vi. Ordered Structure: follow a process that has a start and a finish and be clear on the steps in between.
- vii. Questions: Ask questions to clarify the problem that you're actually trying to solve. If you don't fully understand the problem, the solution won't match. It's important to ask for help when required.
- viii. Practice: Practice is a skill. Being solution-minded isn't something that you're born with or inherit. It is a skill that you work on and develop over time. Everyone has the capacity to be solution-minded; so everyone needs to practice this skill.

6. Higher Expectations

Ephesians 3:20 Now to him who is able to do immeasurably more than all we ask or imagine, according to his power that is at work within us.

Practicing Aiming Higher in the Workplace

- i. Growth Mentality: Have a mindset that aims to be better ever single day.
- ii. High Productivity: Ensure you set goals for expected targets and deliver them well done, efficiently and on time. How productive are you in terms of achieving the organization's goals?
- iii. Meet Daily Expectations: Adhere to daily work place requirements in all spheres
- iv. Timeliness: Arrive to work on time, be at the right place at the right time, complete tasks by laid down deadlines, follow procedures for communicating lateness and absence.



- v. Appearance: Follow the Institute's professional appearance guidelines; be neat, decent and presentable at all times. Ensure that your workspaces meet the requirements of neat, tidy and clean work environments.
- vi. Attitude and etiquette: Have a professional attitude at work. This includes what we say, how we say it, our body language, voice tone, and overall attitude.
- vii. Communication: Follow expectations for professional communication (both written and oral).

7. Diversity, Equity and Inclusion (DEI)

This will incorporate any policy or practice designed to make people of various backgrounds feel welcome and ensure they have support to perform to the fullest of their abilities in the workplace.

- i. **Diversity** refers to the presence of differences within a given setting; in the workplace, that may mean differences in race, ethnicity, gender, gender identity, sexual orientation, age and socioeconomic background.
- ii. **Equity** is the act of ensuring that processes and programs are impartial, fair and provide equal possible outcomes for every individual.
- iii. **Inclusion** is the practice of making people feel a sense of belonging at work.

